

Message Text

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PAGE 01 LIBREV 01084 01 OF 02 100713Z
ACTION AF-10

INFO OCT-01 ISO-00 MMO-01 A-01 PER-01 SP-02 ABF-01
CIAE-00 DODE-00 ICA-11 SS-15 NSC-05 SIG-03 INR-10
L-03 /064 W
-----057467 100747Z /16
R 081430Z MAY 78
FM AMEMBASSY LIBREVILLE
TO SECSTATE WASHDC 985

LIMITED OFFICIAL UUSE SECTION 1 OF 2 LIBREVILLE 1084

FOR DEPUTY UNSECY FOR MANAGEMENT FROM AMBASSADOR

E.O. 11652: N/A
TAGS: OGEN
SUBJECT: FY 1980 GOALS/OBJECTIVES AND RESOURCE MANAGEMENT (GORM)
PROCESS

REF: STATE 63477, LIBREVILLE 1033

1. FOR 2BB-1:
A. TOTAL US PERSONNEL 10
B. TOTAL FSL 22
C. TOTAL CURRENT LEVEL 32
(1) PACKAGE I EQUALS 29
(A) PACKAGE III EQUALS 3
(3) PACKAGE IV EQUALS 1

2. FORM 2BB-2 PACKAGE WORKSHEET
ZERO-BASED BUDGETING
FY/1980
PERSONNEL RESOURCE WORKSHEET

(1) (2) (3) (4) (5) (6) (7)
FY 1978 PACKAGE I

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FUNCTION AMER AMER FSL AMER AMER FSL
OFF STAFF OFF STAFF
EXECUTIVE 1 1 0 1 1 0
EXEC/POL 1 1 0 1 1 0
E/C/CONS 2 0 2 2 0 2
ADMIN 1 3 20 1 2 18
TOTAL THIS

PACKAGE 5 5 22 5 4 20
 CUMULATIVE
 TOTAL 5 5 22 5 4 20

(8) (9) (10) (11) (12) (13)
 PACKAGE II PACKAGE III
 AMER AMER FSL AMER AMER FSL
 OFF STAFF OFF STAFF

EXECUTIVE -- -- --
 EXEC /POL -- -- --
 E/C/CONS NOT REQUESTED -- -- --
 ADMIN -- 1 2
 TOTAL THIS
 PACKAGE 0 1 2
 CUMULATIVE
 TOTAL 5 5 22

(14) (15) (16)
 PACKAGE IV
 AMER OFF AMER STAFF FSL
 EXECUTIVE -- -- --
 EXEC/POL -- -- --
 E/C/CONS -- -- --
 ADMIN 1 -- --
 TOTAL THIS
 PACKAGE 1 0 0
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CUMULATIVE
 TOTAL 6 5 22

3. FORM 2BB-3

(A) DECISION UNIT NAME -GABON

(B) PACKAGE I OF IV

(C) ACTIVITY DESCRIPTION: AT 90 PERCENT OF OUR CURRENT LEVEL,
 THIS EMBASSY COULD IN PRINCIPLE EFFECTIVELY PURSUE GOALS AND
 OBJECTIVES

SUBMITTED IN 77 STATE 295570. IT COULD NOT FUNCTION, AS IT NOW
 DOES, AS A PERMANENT RELAY STATION WITHIN AFRECON SYSTEM. EMBASSY
 CURRENTLY HAS THREE C AND 4 POSITIONS, LAST OF WHICH WAS RECENTLY
 ESTABLISHED TO PERMIT LIBREVILLE TO SERVE AS RELAY WITHIN AFRECON
 SYSTEM SINCE THIS POSITIONS SERVES OUR GOALS AND OBJECTIVES ONLY
 MARGINALLY AT BEST, WE WOULD HAVE TO INSIST THAT ANY CUT IN
 PERSONNEL STRENGTH BEGIN WITH IT, OR THAT POSITION BE FUNDED FROM
 RESOURCES OTHER THAN OURS. ADDITIONALLY AT THIS LEVEL OF
 RESOURCES, WE WOULD HAVE TO CUT BACK TWO MAINTENANCE PERSONNEL AND
 MAINTENANCE IN GENERAL. IN PRINCIPLE THIS WOULD NOT AFFECT OUR
 PURSUIT OF OUR GOALS AND OBJECTIVES. IN PRACTICE, IN A COUNTRY
 WHERE NOTHING WORKS FOR VERY LONG, WE COULD ANTICIPATE AN
 ADVERSE AFFECT ON MORALE AND A NEED FOR INCREASED ATTENTION BY ALL

PERSONNEL TO HOUSEKEEPING MATTERS TO THE DETRIMENT OF THEIR
FUNCTIONAL TASKS.

(D) RESOURCE REQUIREMENTS

FY 78 FY 79 FY80

THIS PKG CUMULATIVE
ONLY

OFFICERS 5 5 5 5

STAFF 5 5 4 4

FSLs 22 22 20 20

TOTALS 32 32 29 29

(E) IMPACT ON CURRENT US POLICY GOALS, OBJECTIVES
AND ESSENTIAL ACTIVITIES

EMBASSY SUPPORT FOR BASIC GOALS AND OBJECTIVES WOULD REMAIN
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INTACT. PERMANENT PARTICIPATION IN AFRECON SYSTEM WOULD BECOME
IMPOSSIBLE (IT COULD BE DONE FOR SHORT PERIODS). POTENTIAL IMPACT
ON EMBASSY MORALE OF A DECREASE IN MAINTENANCE CAPABILITY COULD BE
SERIOUS. IT COULD ALSO LEAD TO INCREASED EXPENDITURE OF FUNDS TO
PROVIDE FOR ESSENTIAL SERVICES. NEITHER OF THESE POSSIBILITIES
IN OUR JUDGEMENT IS EITHER DESIRABLE OR WORTH THE RISK AT A
SMALL, ISOLATED, CLOSE-TO MAXIMUM HARDSHIP POST WHICH HAS ADDED
DISADVANTAGE OF BEING ONE OF MOST EXPENSIVE POSTS IN WORLD. (CURRENT
COL IS APPROX 47 PERCENT ABOVE THAT OF WASHINGTON.)

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ACTION AF-10

INFO OCT-01 ISO-00 MMO-01 A-01 PER-01 SP-02 ABF-01

CIAE-00 DODE-00 ICA-11 SS-15 NSC-05 SIG-03 INR-10

L-03 /064 W

-----057606 100747Z /16

R 081430Z MAY 78

FM AMEMBASSY LIBREVILLE

TO SECSTATE WASHDC 986

LIMITED OFFICIAL USE SECTION 2 OF 2 LIBREVILLE 1084

FOR DEPUTY UNSECY FOR MANAGEMENT FROM AMBASSADOR

(A) DECISION UNIT NAME - GABON

(B) PACKAGE III OF IV

(C) ACTIVITY DESCRIPTION: ALL ACTIVITIES, INCLUDING PARTICIPATIONS IN AFRECON SYSTEM AS RELAY POST, IN SUPPORT OF AGREED UPON GOALS AND OBJECTIVES, WOULD BE CONTINUED.

(D) RESOURCE REQUIREMENTS

	FY 78	FY79	FY80	
				THIS PKG ONLY
OFFICERS	5	5	--	5
STAFF	5	5	1	5
FSLs	22	22	2	22
TOTALS	32	32	3	32

(E) IMPACT STATEMENT

RESOURCES AT THIS LEVEL WILL ENABLE US TO CONTINUE PRESENT ACTIVITIES. THEY WILL NOT SERVE, HOWEVER, TO MEET OUR PERCEPTION OF A GROWING NEED FOR ADDITIONAL AMERICAN SUPERVISORY ASSISTANCE IN ADMINISTRATIVE, PARTICULARLY GENERAL SERVICES, AREA.

(A) DECISION UNIT NAME - GABON

(B) PACKAGE IV OF IV

(C) ACTIVITY DESCRIPTION: AGREED UPON GOALS AND OBJECTIVES WOULD CONTINUE TO BE MET AS AT PRESENT. ADDITION OF ONE AMERICAN LIMITED OFFICIAL USE

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GENERAL SERVICES OFFICER WITH NO CONCOMITANT SACRIFICE OF ADMINISTRATIVE

FSLs, WOULD IMPROVE QUALITY OF SERVICES PERFORMED BY ADMINISTRATIVE SECTION, IMPROVE MORALE AND GENERALLY CONTRIBUTE TO MORE EFFICIENT OPERATION OF BOTH POST AND ITS PERSONNEL. IF GSO WERE IN ADDITION GIFTED HANDYMAN, HE WOULD BE EXPECTED TO CONTRIBUTE TO DECREASE IN POST MAINTENANCE EXPENDITURES DIRECTLY (HE WOULD BE EXPECTED TO DO SO INDIRECTLY THROUGH SUPERVISORY ROLE IN ANY CASE). PROBLEM IS THAT THIS POST SUFFERS FROM GENERALLY POOR (BUT UNFORTUNATELY EXPENSIVE) LEVEL OF MAINTENANCE, GENERALLY BELOW- AVERAGE QUALITY OF FSL MAINTENANCE PERSONNEL AND HIGH COST OF GOODS AND SERVICES FROM EMBASSY OUTSIDE. ADMINISTRATIVE OFFICER CANNOT BE EVERYWHERE AT ONCE NOR ALL THINGS TO ALL PEOPLE AND NEEDS HELP. PROBLEM IS NOT ONLY EMBASSY'S BY ANY MEANS. IT IS ENDIMIC. THINGS RUN DOWN OR WEAR OUT TOO QUICKLY FOR LACK OF CLOSE ATTENTION THAT A SKILLED GSO COULD PROVIDE ON PERMANENT, DAILY, BASIS.

(D) RESOURCE REQUIREMENTS

	FY 78	FY 79	FY 80	
				THIS PKG ONLY
OFFICERS	5	5	1	6
STAFF	5	5	11	5
FSLs	22	22	--	22
TOTALS	32	32	1	33

(E) IMPACT STATEMENT

ADDITION OF ONE GSO SHOULD IMPROVE OUR ABILITY TO PURSUE GOALS AND OBJECTIVES THROUGH IMPROVEMENT IN MORALE. IT SHOULD ALSO SERVE TO INCREASE EMBASSY'S OVERALL EFFICIENCY THROUGH GENERAL IMPROVEMENT IN GENERAL SERVICE FUNCTION, AND HOPEFULLY, IF NOT DECREASE EMBASSY MAINTENANCE EXPENDITURES, AT LEAST KEEP INCREASES MINIMAL.

4. NARRATIVE COMMENT

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AS INDICATED EARLIER, THIS POST IS LOCATED IN ONE OF MOST EXPENSIVE COUNTRIES IN WORLD. ALMOST EVERYTHING, INCLUDING FOOD IS IMPORTED AT OFTEN EXORBITANT PRICES. AS RESULT, COST OF PERSONAL SERVICES IS EQUALLY HIGH INCLUDING SALARIES AND PERQUISITES WE MUST PAY FSLs. SALARY OF FSL BUDGET AND FISCAL ASSISTANT (WHO IS TCN) FOR EXAMPLE IS \$30,700. SHE ALSO RECEIVES R&R AND HOUSING. SALARY INFLATION EXTENDS DOWN TO UNSKILLED LABOR. COST OF LOCAL MAINTENANCE GOODS AND SERVICES IS EQUALLY HIGH. RENTS ARE EXORBITANT. LIBYAN AMBASSADOR CURRENTLY RENTS FAIRLY MODEST HOUSE FOR APPROX DOLS 6,500 PER MONTH. OUR RENTS ARE NOT AS HIGH, BUT THEY ARE EXPENSIVE. AVAILABLE REPRESENTATION FUNDS BY STANDARDS OF MOST OTHER POSTS WOULD BE MORE OR LESS REASONABLE. HERE, HOWEVER, A ROUGH CALCULATION INDICATES THAT IF I AM TO REMAIN WITHIN THE ALLOWANCE, I SHALL BE ABLE TO DO APPROX ONE-THIRD THE AMOUNT OF REPRESENTATION I WAS ABLE TO DO IN COMPARABLE POSITION AT MY LAST POST. IN THESE CIRCUMSTANCES, WHICH ARE MOSTLY BEYOND OUR CONTROL, SINCE WE ARE MAKING MAXIMUM USE OF PROCUREMENT POSSIBILITIES OUTSIDE OF GABON, ANY ALLOCATION OF FUNDS BELOW 1978 FUNDING LEVELS WOULD MEAN EITHER DECREASE OR ELIMINATION ENTIRELY OF TRAVEL FUNDS, REPRESENTATION, PURCHASE OF BOOKS AND PERIODICALS, IMPLEMENTATION OF LOCAL WAGE SURVEYS AND MIGHT EVEN MAKE IT IMPOSSIBLE FOR US TO FIND ADEQUATE HOUSING FOR STAFF WHEN CURRENT LEASES RUN OUT. MAINTENANCE WOULD SUFFER WHICH IN LONG RUN WOULD INEVITABLE LEAD TO REQUESTS FOR MUCH HIGHER LEVELS OF FUNDING AND PROBABLY LOSS TO USG WHICH COULD HAVE BEEN AVOIDED BY ADEQUATE FUNDING. IMPACT ON GOALS AND OBJECTIVES OF LOSS OF TRAVEL AND REPRESENTATION WOULD BE SEVERE AND MIGHT EVEN ELIMINATE MUCH OF OUR CONTACT WITH SAO TOME AND PRINCIPE WHERE AMBASSADOR IS ALSO ACCREDITED. THUS FAR DEPT HAS UNDERSTOOD OUR PROBLEMS AND PROVIDED SUFFICIENT FUNDING. WE SINCERELY HOPE SITUATION WILL REMAIN THAT WAY AND THAT DEPT WILL GIVE FAVORABLE CONSIDERATION TO OUR REQUEST FOR ADDITIONAL AMERICAN GSO.

5. WE ADDRESSED POINTS RAISED PART II STATE 63477 IN OUR REPLY

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TO STATE 69374. ACCORDINGLY PER STATE 79063, WE ARE NOT
REPEATING THEM IN THIS MESSAGE. TIENKEN

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Message Attributes

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Disposition Action: RELEASED
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Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
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Disposition History: n/a
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